

Workforce Focus

From the Niagara Training & Adjustment Board

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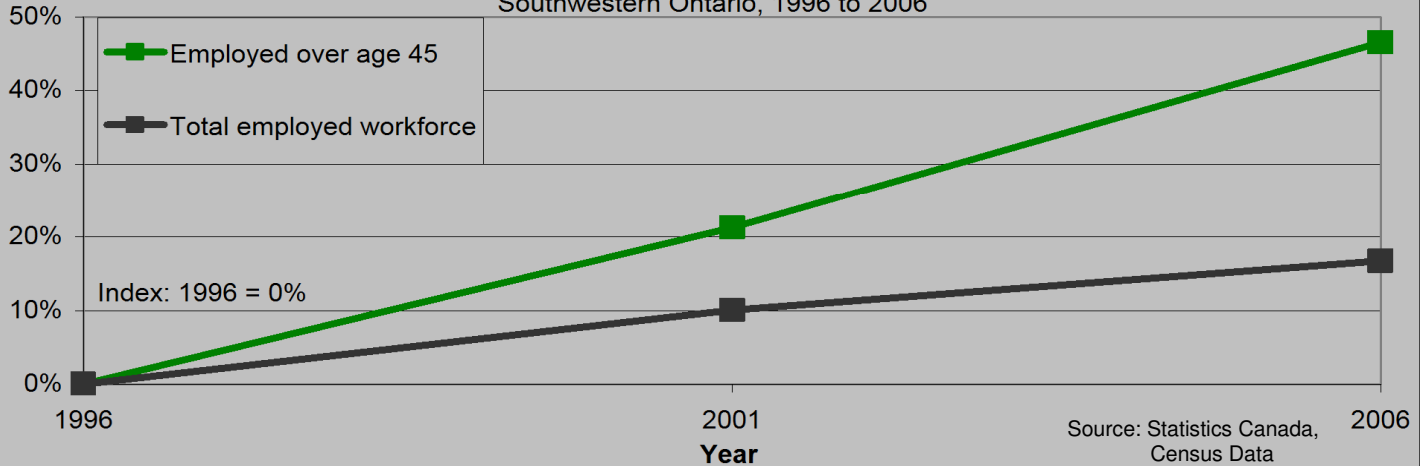
Generational Comparison:

Older Workers Age 45+

- Employment
- Education

Employment Trends

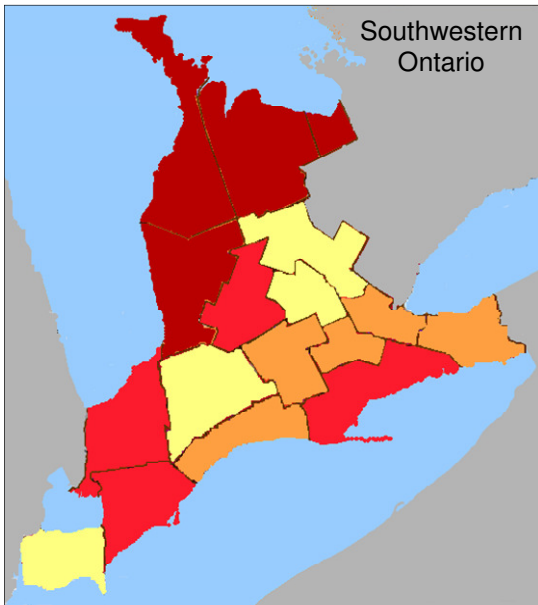
Employment percentage change of total workforce and workers over age 45
Southwestern Ontario, 1996 to 2006



Source: Statistics Canada, Census Data

Employment among older workers in Southwestern Ontario has grown at a pace over double that of workers of all ages. The increasing labour force participation rate among older workers will likely soften the eventual economic impact of the aging baby-boom cohort.

Source: Perspectives on Labour and Income, Statistics Canada - August 2007.



Aging Workforces

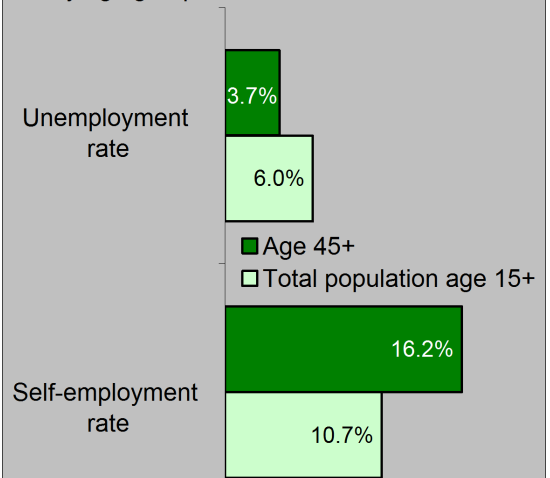
Regions by share of workforce over age 45

- 37 to 39 %
- 40 to 42 %
- 43 to 45 %
- 46 to 48 %

At a share slightly higher than the provincial average, 42% of Niagara's workforce is over age 45. There are now over 88,000 workers over age 45 in Niagara.

Employment Trends

By age group, Southwestern Ontario, 2006



Source: Statistics Canada, Census

Labour force participation among older workers continues to rise. Higher education levels in this group have brought higher-quality job opportunities and earnings. There is also a greater desire among baby boomers to continue working, either from interest, financial concern, or other factors, such as the virtual elimination of mandatory retirement at age 65. However, older workers experience job separation as often as younger workers, yet have a much lower re-employment rate. Older workers who remain in or return to the labour market may experience age discrimination, either by finding their job opportunities reduced, or having to accept lower-quality or lower-waged jobs.

Source: Perspectives on Labour and Income, Statistics Canada - December 2002 and August 2007.



For more information contact the Niagara Training and Adjustment Board at:
1 St. Paul Street, Suite 605, St Catharines ON L2R 7L2 Canada (905) 641-0801 ntab@ntab.org

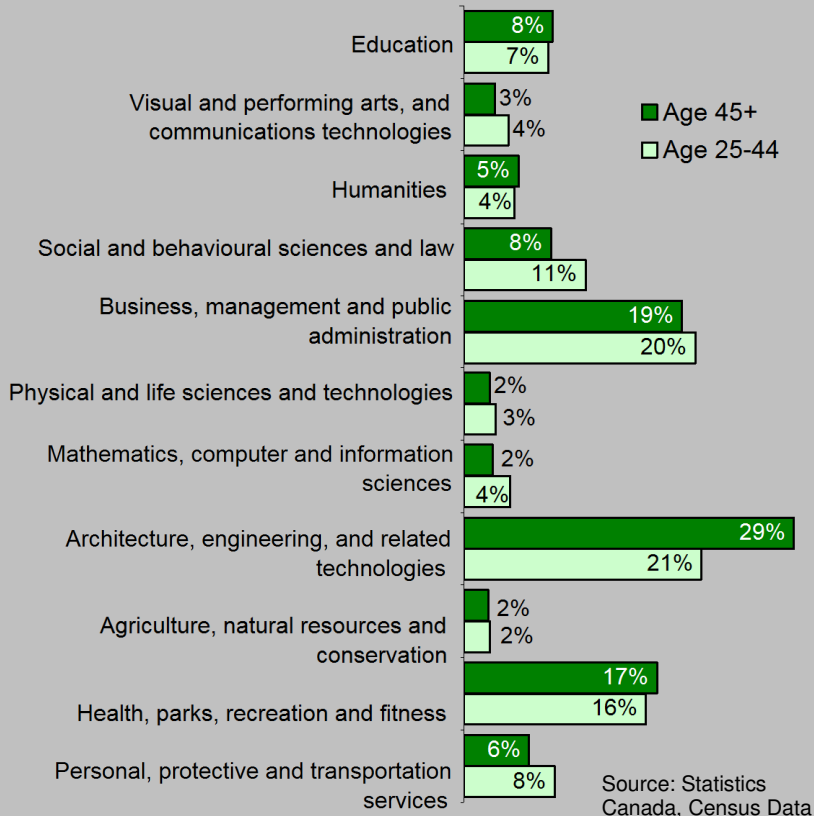
Workforce Focus is an original publication of the Elgin, Middlesex, Oxford, Local Training Board

Created by : Dane Rice



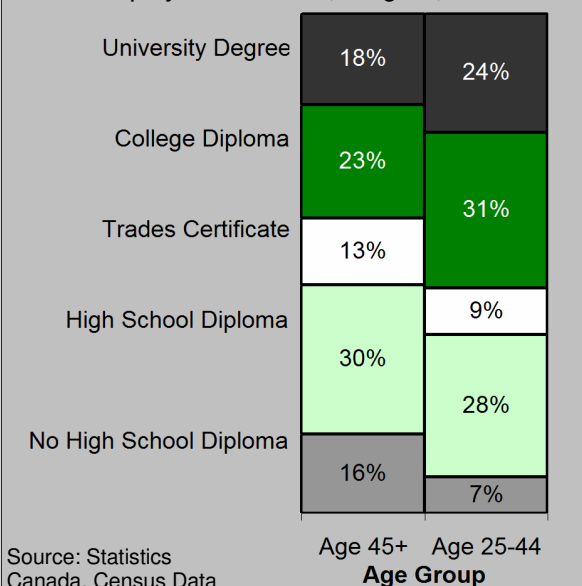
Fields of Study

Post-secondary fields by age group, employed workforce
Niagara, 2006



Educational Attainment by Age Group

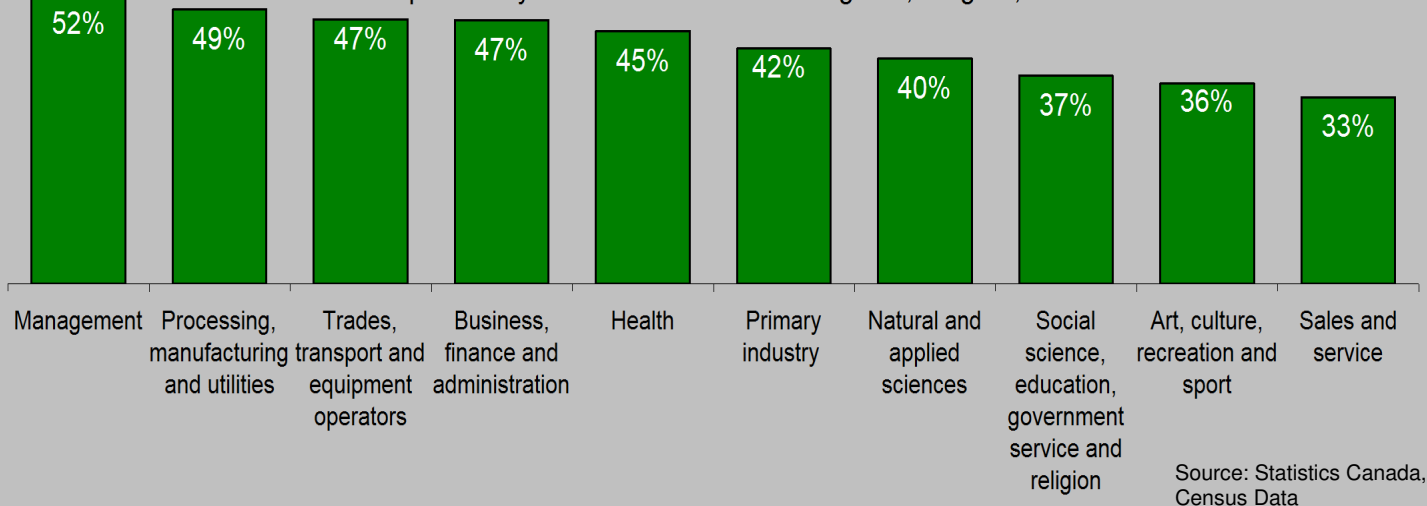
Employed workforce, Niagara, 2006



A greater share of older workers studied architecture, engineering, and related technologies than younger generations. Schooling in personal, protective and transportation services is less common for older workers. Though education levels have increased significantly for older workers, a greater share of younger workers have post-secondary schooling.

Aging Occupations

Occupations by share of workforce over age 45, Niagara, 2006



Aside from management occupations, processing, manufacturing and utilities occupations have the oldest workforce in Niagara.